"Lessons Learned From Advancing A Geriatric Educational Agenda"

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Outline

- Significance
- Background
- Overall goals and philosophies
- Highlights the 4th year medical student geriatric clerkship
- Lessons learned
Significance
Evolving Public Health Challenges

- Acute to chronic conditions
- Aging Population
- Health Disparities
- Emerging Diseases
- Biodefense
Importance of Aging Society

- Shift from higher mortality to lower mortality with a simultaneous shift from higher fertility to lower fertility
- 1994: 1 in 8 Americans were ≥ 65 yrs
- 2030: 1 in 5 Americans will be ≥ 65 yrs
Importance of Aging Society

- Increasing need to understand the medical and psychosocial issues facing older adults
- Increasing need to provide high quality care for older adults to prevent disability and improve quality of life
- Increasing need to provide training of future generation of clinicians who have the knowledge and skill sets to care for older adults
Background
Department Schema

Department of Aging and Geriatrics

- Biology of Aging
- Career Development and Education
- Geriatric Medicine
- Clinical Research
Integrated program in collaboration with University of Florida’s Institute on Aging across:

- Department of Aging and Geriatrics
- VA GRECC
- VA RORC
Division of Career Development and Education

- 4th Year Medical Student Geriatrics Clerkship
- VA GRECC Clinical Geriatric Fellowship
- Pepper Center Grant-Research Career Development Core
- VA RORC Associate Health Professions Postdoctoral HSR&D Fellowship Program
- VA RORC Post Residency Physician Health Services Research Fellowship
- VA/UF Interdisciplinary Seminar Series on Aging and Rehabilitation (Monday noon-1pm)
Overall Goals & Philosophies
Overall Goal

- Develop geriatricians and scientists with the needed skills to become independent investigators and clinicians
- Educate non-geriatricians in the complex care of older adults
Applying discoveries made in the laboratory → developing clinical trials and human studies → enhancing the adoption of best treatment practices → to using evidence-based medicine in clinical practice.
Emphasis on an interdisciplinary career development and educational plan that utilizes the combined knowledge of basic, translational, social, behavioral, epidemiological and clinical scientists.
Specific Aims

- Anticipate that trainees will become future leaders, researchers and clinicians in aging and geriatrics to improve the health and quality of life of older adults
Specific Aims

- To promote acquisition of skills and education through a structured mentorship program that fosters basic and clinical science approaches
Mentorship Philosophy

- Based on principles of adult education and relevant experiential learning with trainees or scholars retaining responsibility for developing an individualized training program to meet their specific learning needs supported by a mentor team.
Our mentoring model is based on the National Academy of Sciences “Advisor, Teacher, Role Model, Friend” of providing key mentors and mentor teams to the trainees of the proposed program.
Mentoring Model

- Principal or primary mentor whose career path/research matches the interest of the mentee

- Primary mentor is responsible for guiding the development of an individualized training program
Mentoring Model

- One primary mentor, and at least two secondary mentors
- At least one of the secondary mentors is not directly involved in the research or clinical training of the mentee
Mentoring Model

To optimize “translational thinking”, we will strive to identify mentors who can bridge basic and clinical concepts.

- Regular meetings with mentors; biannual meeting with full mentoring team
- Biannual progress report
Specific Aim

- To assure quality of the division by monitoring progress of trainees using specific milestones of expected achievements selectively applied to each trainee using the
Discrepancy Evaluation Model

Focuses assessment efforts on both the evaluation of performance and improvement of program function

Premise

• Evaluation is a constructive activity
• Evaluation is a dynamic ongoing process
• Evaluation is optimal comparison of actual performance with standards or expectations of what should be accomplished
<table>
<thead>
<tr>
<th>Effectiveness and Efficiency Evaluation of Mentoring Program</th>
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<td><strong>1. Evaluation Concern:</strong></td>
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| **Evaluation Question** | 1. Was recruitment description developed?  
2. Was description adequately disseminated?  
3. How many inquiries were received?  
4. Were qualified applicants recruited?  
5. How many completed applications were received? |
| **Source of Information** | Program records |
| **Person Responsible** | RCDC Leader and co-Leader, Advisory Committee, Executive committee |
| **Expected Outcome** | Recruit scholars for all possible funding mechanisms |
Highlights
4th Year Medical Student
Geriatrics Clerkship

- 2 week clerkship in geriatric medicine
- Led by John Meuleman MD and Miho Bautista
- Make rounds, develop patient assessments, attend selected clinics, participate in interdisciplinary meetings
4 locations

- Jacksonville
  - River Garden Hebrew House
  - Transitional Care Unit at Shands

- Gainesville
  - Shands Rehab at UF
  - Geriatric Evaluation Management Unit at VA
Monday thru Friday morning of each week at assigned facility

Friday afternoon meet for small group activity

First week: Falls and Dysmobility

Second week: Dementia and Psychosocial Issues
Student serves as acting intern for frail elders in subacute, rehab, palliative care, and long-term care setting

Manage medical problems and learn how to function in interdisciplinary team
4th Year Medical Student
Geriatrics Clerkship

- Link to Geriatric Clerkship web page
  - Go to Learning Modules, then click on Online Falls & Dysmobility Learning Module
- Link to Falls Self-assessment Module
Physicians

Social Workers

Dentists

Pharmacists

Physical Therapists

Psychologists

Occupational Therapist

Nurses

Podiatrist

Interdisciplinary Teams
Swiss Cheese Model of Geriatrics

- A tool to conceptualize a systematic approach to rehabilitation of older patients
- Helps you break down a complex Geriatric Syndrome (falls, dementia) into smaller and manageable problems
Swiss Cheese Model of Geriatrics

1. PHYSICAL MEDICINE & REHABILITATION
2. COGNITIVE
3. EMOTIONAL
4. MEDICAL/SURGICAL
5. NUTRITIONAL
6. ENVIRONMENTAL
7. SOCIAL/CAREGIVER
8. ECONOMIC
Goal is to keep elders active doing the activities that are important to them
Geriatric Clerkship Students with Co-Director
Clerkship Small Group Session with Students
fosters interest and understanding
Web-based self-assessments of geriatric knowledge:

- Nice website, lots of resources, module was easy to use and high yield
- Web and pdf links did not work
- Liked the clinic scenarios that encouraged the learning objectives
- Liked on-line versus printing out materials
Feedback: Falls and Dysmobility

Small group session:

- Really enjoyed the PT/OT interactive sessions
- Enlightening to tryout the various equipment
- Useful to perform the get up and go test on a patient to know how it is appropriately performed and assessed
- Great way to solidify information learned in learning modules
Web-based self-assessments of geriatric knowledge:

- No access to printers to print out web version; would like on-line vs printing
- Excellent content
- All web-based would be better
Small group session:

- Interactive cases help keep us focused and thinking in the multi-disciplinary approach to patient care
- Very engaging and interactive session
- Good examples and patient demonstration
Lessons Learned
Lessons Learned

- Interdisciplinary teams (clinical or research) take time and resources to assemble

- Current academic advancement favors individual work over group work
Lessons Learned

- Need to consider the different cultures in the organizations or entities (VA vs University)
- Physical / geographic barriers
- Infrastructure (IT) barriers
Lessons Learned

- Difficult for some to let go of the comfort of the past
- Acknowledge the risk in redirecting energies toward an indistinct future
Lessons Learned

- Organizations are complex adaptive systems (Non-linear systems)
- Interconnected participants that interact in diverse ways that generate the spontaneous emergence of new structures and behaviors
References
